PHILIP MORRIS USA **INTER-OFFICE CORRESPONDENCE**
120 PARK AVENUE, NEW YORK, NY 10017

TO: SSDs **DATE:** May 27, 1998

FROM: Craig Johnson/Senior VP, Sales

SUBJECT: **March Performance Package**

"LEADERS THRIVE ON COMPARISON"

Congratulations to the leaders of each measurement category:

Share Growth	Ward Cashion	2.94 points
SOP Growth	Bob Sears	2.49 points
Top 10 Growth	T.C. Richards	2.83 points
Leadership Accounts	T.C. Richards	4.44 points
RM Non-Compliance	T.C. Richards	8.5%
Calls Per Cycle	Jay Lucas	239
MUL Distribution	Tom McCarthy	98%
BB 100s Distribution	Mark Suter	89%
TSM Promotions	Jim Bischoff	75%
UM Promotions	Trey Clem	400%
Recruiting Hires	Bob Sears	100%

Also, congratulations to Raz Rahman and Trey Clem for achieving 100% of their performance targets YTD. Jim Bischoff and T.C. Richards have achieved 83% of their performance targets YTD. Mike Pfeil and Raz Rahman have really made progress with RM non-compliance YTD. Mike is up 2.7% and Raz is up 2.6% from a year ago. Mary Ellen Johnson and Dan Werth are each up 2.2% YTD.

Enclosures

cc: S. Bloom
J. Gilbert
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RFDs
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